

NICOLE L. CADE

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ACADEMIC APPOINTMENTS

University of Pittsburgh

Pittsburgh, PA

Joseph M. Katz Graduate School of Business & College of Business Administration

Associate Professor of Business Administration (Accounting), 2022 – *present*

Robert W. Murphy, Jr. Faculty Fellow, 2021 – *present*

Assistant Professor of Business Administration (Accounting), 2016 – 2022

EDUCATION

University of Washington

Seattle, WA

Ph.D. in Business Administration (Accounting), 2016

Master of Science in Business Administration (Accounting), 2015

Ithaca College

Ithaca, NY

Bachelor of Science in Business Administration (Accounting), *summa cum laude*, 2008

Minor in Mathematics

RESEARCH

Research Interests:

- Individual judgment and decision-making in corporate disclosure and investing.

Publications:

Cade, N. L., S. M. Garavaglia, and V. B. Hoffman. 2023. Why some investors avoid accounting information: Identifying a psychological cost of information acquisition using the securities-based crowdfunding setting. Forthcoming at *The Accounting Review*.

Cade, N. L., S. E. Kaplan, and S. Loftus. 2021. Changing the blame game: Does the presence of a pay ratio disclosure impact nonprofessional investors' reactions to CEOs' internal attributions for poor firm performance? *Journal of Management Accounting Research* 34(2): 71-95.

Cade, N. L., L. Koonce, and K. I. Mendoza. 2020. Using video to disclose forward-looking information: The effect of nonverbal cues on investors' judgments. *Review of Accounting Studies* 25(4): 1444-1474.

Cade, N. L., and S. E. McVay. 2019. Understanding the relations among internal controls, trust, and cooperation within an organization. Discussion of 'Controls and cooperation in interactive and non-interactive settings.' *Contemporary Accounting Research* 36(4): 2515-2520.

Cade, N. L., L. Koonce, and K. I. Mendoza. 2019. Assets and liabilities: When do they exist? *Contemporary Accounting Research* 36(2): 553-587.

Bernard, D., N. L. Cade, and F. Hodge. 2018. Investor behavior and the benefits of direct stock ownership. *Journal of Accounting Research* 56(2): 431-466.

Cade, N. L. 2018. Corporate social media: How two-way disclosure channels influence investors. *Accounting, Organizations and Society* 68-69: 63-79.

Proposals Accepted In-Principle:

- “Measuring the prevalence of earnings manipulations: A novel approach” (with Joshua Gunn and Alex Vandenberg)
- Registered report proposal accepted in-principle at the *Journal of Accounting Research*
 - Proposal presented at the *Journal of Accounting Research* Second Registered Reports Conference

Working Papers:

- “Hedonic motivations and learning: Evidence from managers’ information acquisition in the cannabis industry” (with Darren Bernard and Elizabeth Connors)
- Presented at the 2021 AAA FARS Midyear Meeting
- “When and how do advertisements affect investors’ processing of online financial information?” (with Molly Mercer and Amanda Winn)
- Presented at the 2021 AAA FARS Midyear Meeting
 - Presented at the 2023 Hawai’i Accounting Research Conference
- “The effect of news-trade integration on investors’ perceptions of news” (with Joe Croom and Brad Kamrath)
- “The effects of celebrities’ investment activities and disclosure readability on investor judgments” (with Alex Vandenberg and Shannon Garavaglia)

Invited Workshop and Conference Presentations:

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| 2023 | The University of Texas at Austin (<i>scheduled</i>)
Nanyang Technological University (<i>scheduled, virtual</i>)
University of Bern
AAA FARS Midyear Meeting Doctoral Consortium
AAA FARS Midyear Meeting (discussant) |
| 2022 | University of Washington
Dartmouth College (<i>virtual</i>)
University of Central Florida (<i>virtual</i>)
University of Maryland |
| 2021 | <i>Journal of Accounting Research</i> 2 nd Registered Reports Conference (presenter, <i>virtual</i>)
AAA FARS Midyear Meeting (presenter, <i>virtual</i>) |
| 2020 | Kent State University (<i>virtual</i>)
University of Iowa (<i>virtual</i>)
University of Kansas (<i>virtual</i>)
East Coast Behavioral Accounting Workshop series (<i>virtual</i>)
Arizona State University (<i>virtual</i>) |
| 2019 | AAA ABO Research Conference Doctoral Consortium
AAA ABO Research Conference (presenter and discussant)
AAA FARS Midyear Meeting (discussant) |
| 2018 | Georgia Institute of Technology |
| 2017 | <i>Accounting, Organizations & Society</i> Conference (presenter)
<i>Journal of Accounting Research</i> Conference (presenter)
Cornell University |

- 2016 *Contemporary Accounting Research* Conference (presenter)
University of Illinois Urbana-Champaign
Indiana University
Pennsylvania State University
University of Southern California
University of Pittsburgh
Emory University
- 2015 Accounting PhD Rookie Recruiting and Research Camp (presenter)
University of San Diego
AAA ABO Research Conference (presenter)
AAA Annual Meeting (presenter and discussant)
University of Washington
- 2014 AAA ABO Research Conference (presenter)

Media Mentions:

- “IR papers: CEO pay ratio builds credibility.” Jeff Cossette. *IR Magazine*. June 16, 2021.
“Criticism on Twitter? Address or redirect, says study.” Jeff Cossette. *IR Magazine*. Aug 12, 2016.

Conference Participation:

- 2023 Palmetto Symposium on Experimental Accounting Research (*scheduled*)
University of Illinois Arthur R. Wyatt Young Scholars Research Symposium VI (*scheduled*)
AAA FARS Midyear Meeting
- 2022 AAA FARS Midyear Meeting (*virtual*)
- 2021 *Journal of Accounting Research* 2nd Registered Reports Conference (*virtual*)
Contemporary Accounting Research Conference (*virtual*)
Center for Accounting Research & Education Conference (*virtual*)
Palmetto Symposium at the University of South Carolina (*virtual*)
AAA FARS Midyear Meeting (*virtual*)
- 2020 *Review of Accounting Studies* Conference (*virtual*)
Contemporary Accounting Research Conference (*virtual*)
- 2019 Accounting PhD Rookie Recruiting and Research Camp (recruiter)
AAA ABO Research Conference
AAA Annual Meeting
European Network for Experimental Accounting Research (ENEAR) conference
Financial Reporting Mini-Camp at Cornell University
AAA FARS Midyear Meeting
- 2018 Accounting PhD Rookie Recruiting and Research Camp (recruiter)
AAA Annual Meeting
Deloitte/AAA Trueblood Seminar
AAA FARS Midyear Meeting
- 2017 *Accounting, Organizations & Society* Conference
Journal of Accounting Research Conference
New Faculty Consortium
- 2016 *Contemporary Accounting Research* Conference
AAA Annual Meeting
- 2015 Accounting PhD Rookie Recruiting and Research Camp (participant)

	<i>Contemporary Accounting Research</i> Conference
	AAA ABO Research Conference
	Universities of British Columbia, Oregon, and Washington Conference
	AAA Annual Meeting
	University of Texas at Austin Experimental Research in Accounting Conference
2014	AAA ABO Research Conference
	Universities of British Columbia, Oregon, and Washington Conference
2013	AAA ABO Research Conference and Doctoral Student Consortium
	Universities of British Columbia, Oregon, and Washington Conference
	AAA FARS Midyear Meeting and Doctoral Student Consortium
2012	Universities of British Columbia, Oregon, and Washington Conference
2011	Universities of British Columbia, Oregon, and Washington Conference

TEACHING

Teaching Experience:

2016, 2018,	University of Pittsburgh , Instructor
2019, 2021,	Undergraduate Program (College of Business Administration)
2022	Course: Financial Accounting
2022	University of Pittsburgh , Co-Instructor
	Doctoral Program
	Course: Experimental Research in Accounting
2018 - 2019,	University of Pittsburgh , Co-Instructor
2019 - 2020,	Doctoral Program
2020 - 2021	Course: Critical Thinking in Accounting
2015	University of Washington , Instructor
	Business Certificate Program: Yakima Valley (<i>spring</i>) and the Tri-Cities (<i>fall</i>)
	Two 3-hour Sessions: “Financial Management: Understanding Cost Behavior” and
	“Understanding Financial Health: Budget Variances & Capital Budgeting”

Teaching Workshops:

2021	Preventing and Responding to Sexual Misconduct
	Equity, Diversity, and Inclusion Workshop - A Capstone Conversation
	Anti-Blackness, Anti-Racism, and Pedagogy
	Developing Diversity Consciousness: Examining Ourselves and Our Worlds
	The Value of Diversity in Business: A Panel Discussion
	Supporting Survivors of Sexual Misconduct
	Baby Boomers to Generation Z: Generational Diversity in the Workplace
2020	Fostering Inclusive Environments in Higher Education
	Developing Diversity Consciousness to Foster Antiracist Practices, Cultures, and Communities
	Juneteenth: A Prelude to True Social Justice and Equity at Pitt
2019	Mental Health Resource Training
	Civilian Active Killer Response Training

AWARDS, GRANTS, and FELLOWSHIPS

2023	University of Pittsburgh Momentum Fund Priming Grant
2021 - 2023	Robert W. Murphy, Jr. Faculty Fellowship
2021 - 2022	Katz Excellence in Teaching Award (CBA Program)
2021 - 2022	Edward W. Kay & Mary Margaret Kay Award for Teaching Excellence in Accounting
2019 - 2020	Katz Excellence in Teaching Award (CBA Program)
2018 - 2019	Katz Excellence in Teaching Award (CBA Program) Two-time “Most Valuable Professor” (<i>selected by Pitt’s Gymnastics and Wrestling teams</i>)
2017 - 2018	Katz Excellence in Research Award
2015	AAA ABO Research Conference Outstanding Emerging Scholar Award John and Dawn Matsumoto PhD Fellowship Evert McCabe Endowed Fellowship University of Washington Foster School PhD Program Teaching Award
2014	Deloitte Foundation Doctoral Fellowship University of Washington Foster School Dean’s Achievement Award
2013	University of Washington Best Teacher’s Assistant (<i>awarded by the Panhellenic Association and the Interfraternal Council</i>)
2011 - 2015	PricewaterhouseCoopers PhD Fellowship
2008	Ithaca College School of Business Dean’s Achievement Award NY State Society of CPAs Superior Scholarship Award 2nd Team CoSIDA Division III Academic All-American (<i>softball</i>) Empire 8 Conference Senior Scholar-Athlete Award (<i>all sports</i>) Ithaca College Phi Kappa Phi Presidential Scholar – “Shirley Hockett Award”
2007	1st Team NFCA NCAA Division III All-American (<i>softball</i>)
2005 - 2008	Various Undergraduate Honor Societies: Beta Gamma Sigma, Phi Kappa Phi, Beta Alpha Psi, Chi Alpha Sigma, Sigma Iota Epsilon, Oracle Society

PROFESSIONAL SERVICE and MEMBERSHIPS

2014 - <i>present</i>	Ad Hoc Reviewer: <i>Accounting Horizons</i> <i>Accounting, Organizations & Society</i> <i>Behavioral Research in Accounting</i> <i>Contemporary Accounting Research</i> <i>Journal of Accounting and Public Policy</i> <i>Journal of Financial Reporting</i> <i>Management Science</i> <i>The Accounting Review</i>
2014 - <i>present</i>	Member, American Accounting Association (AAA) Member, Financial Accounting and Reporting Section (FARS) Member, Accounting Behavior and Organizations (ABO)
2012 - <i>present</i>	Ad Hoc Reviewer: AAA Annual Meeting AAA ABO Research Conference AAA FARS Midyear Meeting

	AAA Western Region Meeting	
	Hawai'i Accounting Research Conference	
2022 - <i>present</i>	Member, Shady Lane School Board of Directors	
2022 - <i>present</i>	Member, Shady Lane School Finance Committee	
2022 - <i>present</i>	Member, <i>Accounting, Organizations, & Society</i> Editorial Board	
2022 - 2025	Member, Katz Graduate School of Business Promotion and Tenure Committee	
2023	Guest Editor, <i>Behavioral Research in Accounting</i>	
2023	Guest Editor, <i>Journal of Financial Reporting</i> 3rd Annual Research Proposal Conference	
2022 - 2023	Member, Katz Graduate School of Business Strategic Refresh Task Force	
2022 - 2023	Member, AAA ABO Nominations Committee	
2022 - 2023	Chair, AAA FARS Integrating Research and Practice Committee	
2021 - 2023	Member, <i>Journal of Financial Reporting</i> Editorial Board	
2021 - 2022	Faculty Representative, Pitt Business Dean Search Committee	
2021 - 2022	Member, AAA FARS Integrating Research and Practice Committee	
2019 - 2023	Member, AAA FARS Steering Board	
2019 - 2023	Member, Katz Graduate School of Business Sustainability Committee	
2020	Advisor, PhD Student Summer Paper (Alex Vandenberg)	
2017 - 2019	Member, University of Pittsburgh's 'Year of' Committee	
2012 - 2014	Member, University of Washington Doctoral Business Student Association Board	

PROFESSIONAL EXPERIENCE and CERTIFICATIONS

2009 - 2011	International Fund Services, A State Street Company, <i>Net Asset Value Accountant</i>	New York, NY
2009	Treasury Partners, <i>Portfolio Reporting Associate</i>	New York, NY
2008 - 2009	Merrill Lynch and Co., Inc. – Municipal Capital Markets Sales and Trading, <i>Global Markets Analyst</i>	New York, NY
2008 - 2011	Series 7 and Series 63 Licenses, <i>General Securities Representative</i>	New York State
2008	Sciarabba Walker and Co., <i>Individual Tax Return Preparer (one season)</i>	Ithaca, NY
2007	Merrill Lynch and Co., Inc., <i>Global Markets Summer Intern</i>	New York, NY
2005, 2006	Western Pacific Building Materials, <i>Accounts Payable Clerk (summers)</i>	Portland, OR